

KOBI-DT, KOTI-DT, K32DY-CA¹

EEO PUBLIC FILE REPORT

October 1, 2020 – September 30, 2021

I. VACANCY LIST

See **Master Recruitment Source List (MRSL)** for recruitment source data.

Job Title	Recruitment Sources (RS) Used to Fill Vacancy	RS Referring Hiree
Multimedia Journalist	1-9, 13-35, 37-52, 54-56, 58-59, 61-62, 65, 67, 69-84, 88, 97-99	88
Morning Producer	1-8, 10-11, 13-26, 28-35, 37-41, 43-46, 48, 50-52, 55, 58-62, 65, 67, 69-85, 89, 93-94, 97-99	85
Chief Meteorologist	1-8, 12-35, 37-52, 54-56, 58-62, 65, 67, 69, 71-84, 86, 97-99	86
Multimedia Journalist	1-8, 12-52, 54-56, 58-62, 65, 67, 69-84, 88, 95, 97-99	88
Morning Anchor	1-8, 12-56, 58-62, 65, 67, 69-84, 95, 97-99	53
Master Control Operator	1-8, 12-48, 50-52, 58-62, 65, 67, 69-84, 88, 95, 97-99	88
Morning Forecaster/ Multimedia Journalist	1-8, 12-43, 45-46, 48, 51-52, 57-62, 65, 67, 69, 71-84, 89, 95-99	89
Fox Anchor	1-8, 12-43, 45-46, 50-53, 58-62, 65, 67, 69-84, 95, 97-99	46
Newscast Producer	1-8, 12-46, 48-52, 54-56, 58-62, 65, 67, 69-84, 86, 95, 97-100	86
Account Executive	1-8, 12-52, 54-56, 58-62, 65, 67, 69, 71-84, 86, 95-99	86

¹ This station employment unit also includes the following LPTV stations: K06NS-D (FIN 8268), K07JT-D (FIN 8276), K07NR-D (FIN 8321), K07PZ-D (FIN 8258), K08AK-D (FIN 8277), K13MI-D (FIN 13070), K20MK-D (FIN 183755), K25EN-D (FIN 8299), K25OK-D (FIN 8296), K34KJ-D (FIN 8248), K36BX-D (FIN 8307), K36IB-D (FIN 8236), K34OW-D (FIN 8252), K31OQ-D (FIN 8270), K33PM-D (FIN 8261).

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II. MASTER RECRUITMENT SOURCE LIST (MRSL)

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
1.	Arizona State University: Cronkite News 555 N. Central Ave., Phoenix, AZ 85004 Contact: Heather Dunn, Content Director heather.dunn.1@asu.edu (602) 496-5282	Y (As of 09/28/20)	
2.	Arizona State University: Cronkite News 555 N. Central Ave., Phoenix, AZ 85004 Contact: Mike Wong, Director of Career Services Mike.wong@asu.edu (602) 496-7430	N	
3.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Roland Robinson rrobinson@bates.ctc.edu (253) 680-7000	N	
4.	Bates Technical College 1101 S. Yakima Ave., Tacoma, WA 98405 Contact: Ken Witkoe kwitkoe@bates.ctc.edu (253) 680-7000	Y (As of 09/24/20)	
5.	Black United Fund of Oregon 828 NE Alberta, Portland, OR 97211 Contact: Adrienne Livingston bufor@bufor.com (503) 282-7973	N (As of 10/15/20)	
6.	College of the Siskiyous 800 College Avenue, Weed, CA 96094 Contact: Ron Demele, Professor ron_demele@yahoo.com (530) 938-5375, ext. 5375	N (As of 10/15/20)	
7.	Confederated Tribes of Warm Springs 1233 Veterans Street, Warm Springs, OR 97761 Contact: Amelia Tewee personnel@wstribes.org (541) 553-1924	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
8.	Cow Creek Band Umpqua Tribe of Indians 2371 NE Stephens, Roseburg, OR 97470 Contact: Rhonda Malone, Social Service rmalone@cowcreek.com (541) 677-5575, ext. 5513	N	
9.	Medialine Talent 2515 Sparrow Crest Dr. Kathy, TX 77494 Contact: Rick Iler or Vicki Bastianen jobs@medialinetalent.com (913) 217-0685 *REMOVED AS OF 9/28/20*	N (As of 9/28/20)	
10.	Medialine 2515 Sparrow Crest Dr. Kathy, TX 77494 Contact: Rich Everitt medialine@medialine.com (706) 364-7564 *REMOVED AS OF 9/28/20*	N (As of 9/28/20)	
11.	Medialine 2515 Sparrow Crest Dr. Kathy, TX 77494 Contact: Rick Iler rick@medialine.com (913) 217-0685 *REMOVED AS OF 9/28/20*	N (As of 9/28/20)	
12.	Reel Media Group 1181 Walnut Terrace, Boca Raton, FL 33486 Contact: Stephanie Siegel dave@newsblues.com (610) 659-8583	Y (As of 9/28/20)	
13.	National Lesbian & Gay Journalists Assoc. 1420 K St., NW, Suite 910, Washington, DC 20005 Contact: Brian Salkin, Executive Assistant info@nljja.org (202) 588-9888, ext. 10	N	
14.	Oregon Association of Broadcasters (OAB) 7150 S.W. Hampton St., Suite 240, Portland, OR 97223 Contact: Shannon Johnson theoab@theoab.org (503) 443-2299	N	
15.	Oregon Tech 3201 Campus Dr., Klamath Falls, OR 97601 Contact: Sarah Engalgau sarah.engalgau@oit.edu (541) 851-5179	N	
16.	Oregon State University 1500 SW Jefferson St., Corvallis, OR 97331 Contact: Steven Sandberg, Journalism Coordinator Steven.sandberg@oregonstate.edu (541) 737-3383	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
17.	Rogue Community College 114 S. Bartlett St., Medford, OR 97501 Contact: Verne Underwood, Humanities and Communications Chair vunderwood@roguecc.edu (541) 245-7569	N	
18.	Southern Oregon University Digital Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Howard Schreiber schreibh@sou.edu (541) 552-6892	N	
19.	Southern Oregon University Digital Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Joe Brett brett@sou.edu (541) 552-6892	N	
20.	Southern Oregon University Digital Media Center 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Brandon Givens givensb@sou.edu (541) 552-6892	Y (As of 09/24/20)	
21.	Southern Oregon University 1250 Siskiyou Boulevard, Ashland, OR 97520 Contact: Max Brooks, Career Connections Coordinator brooksm@sou.edu (541) 552-8553	N	
22.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Eric Palmer, Communication Faculty palmere@sou.edu (541) 552-8433	Y (As of 09/24/20)	
23.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Rob Casserly, OLLI Assistant Director casserlyr@sou.edu (541) 552-6411	N	
24.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Jody Waters, Associate Professor of Communication watersj@sou.edu (541) 552-6423	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
25.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Miles Inada, Professor of Art mindada@sou.edu (541) 552-6386	N	
26.	Southern Oregon University 245 Central Hall, 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Ed Battistella, Professor BattistE@sou.edu (541) 552-6620	Y (As of 9/23/20)	
27.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Brenda Schock, Division Assistant/Scheduler business@sou.edu (541) 552-6484	Y (As of 9/23/20)	
28.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Joan McBee, Business Faculty McBeej@sou.edu (541) 552-6483	N	
29.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Chris Lucas, Communications Faculty lucasn@sou.edu (541) 552-6425	Y (As of 9/23/20)	
30.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Kristin Hovevar, Communications Faculty hocevar@sou.edu (541) 552-7255	N	
31.	Southern Oregon University 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Andrew Kenneth Gay, Communications Faculty gaya@sou.edu / Andrew.gay@sou.edu (updated 10/15/20) (541) 552-6669	Y (As of 9/23/20)	
32.	Syracuse University – S.I. Newhouse School of Public Communications 313 Newhouse 3, 215 University Place, Syracuse, NY 13244 Contact: Kelly Barnett, Director of Career Development kbarnett@syr.edu (315) 443-1910	N	

RS #	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over period
33.	University of Idaho, Moscow - School of Journalism and Mass Media (<i>News Only</i>) MS 3178 875 Perimeter Dr. Moscow, ID 83844 Contact: Glenn Mosley, Director of Broadcasting gmosley@uidaho.edu (208) 855-6020	Y	
34.	University of Nebraska, Lincoln – College of Journalism & Mass Communications 147 Andersen Hall, Lincoln, NE 68588 Contact: Barney McCoy Bmccoy2@unl.edu (402) 472-3047	N	
35.	University of Nebraska, Lincoln – College of Journalism & Mass Communications 147 Andersen Hall, Lincoln, NE 68588 Contact: Rick Alloway Ralloway1@unl.edu (402) 472-6856	N	
36.	University of Nebraska, Lincoln – College of Journalism & Mass Communications 200 Centennial Mall North, Lincoln, NE 68588 Contact: Kris Scanlon Kscanlon2@unl.edu (402) 472-8992	Y (As of 11/11/20)	
37.	University of Oregon Email – School of Journalism and Communication 1275 University of Oregon, Eugene, OR 97403 Contact: Brent Walth bwalth@uoregon.com (541) 346-7642	N	
38.	University of Southern California, Annenberg 3502 Watt Way, Los Angeles, CA 90089 Contact: Suzanne Alcantara, Director of Career Development Suzannea@usc.edu (213) 740-6045	N	
39.	Washington State University – Edward R. Murrow College of Communication PO Box 642520, Pullman, WA 99164 Contact: Laura Dubowski Laura.dubowski@wsu.edu (509) 335-4839	N	

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40.	Washington State University – Edward R. Murrow College of Communication PO Box 642520, Pullman, WA 99164 Contact: Lucrezia Cuen Paxson Lc.paxson@wsu.edu (509) 335-8857	N	
41.	Washington State University – Edward R. Murrow College of Communication PO Box 642520 Pullman, WA 99164 Contact: Marvin Marcelo mmarcelo@wsu.edu (509) 335-8835	N	
42.	Washington State University – Edward R. Murrow College of Communication PO Box 642520 Pullman, WA 99164 Contact: Bruce Pinkleton, Dean pink@wsu.edu (509) 335-2795	N	
43.	Willamette University 900 State Street, Salem OR 97301 Contact: Connie Ralph, Career Programs Coordinator cralph@willamette.edu / Cs-job-postings@willamette.edu (503) 370-6413	N	
44.	Craig’s List Medford, OR http://medford.craigslist.org/	N	
45.	Indeed Job Bank 6433 Champion Grandview Way, Bldg.1, Austin, TX 78750 www.indeed.com (800) 475-4361	N	
46.	KOBI-TV Station Website www.kobi5.com	N	1
47.	Medialine Job Bank https://medialine.com/post-a-job/	N	
48.	State of Oregon: Employment Department (<i>job postings available online & at job service centers throughout state</i>) 875 Union St. NE, Salem OR 97311 www.employment.oregon.gov Contact: Karen Llewellyn (541) 776-6060	N	
49.	Rogue Community College – Website Posting 3345 Redwood Highway, Grants Pass, OR 97527 Contact: Jeanine Hawk www.roguecc.edu/employment (541) 956-7500	N	

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50.	State Broadcasters Career Page (<i>national job bank for broadcasters</i>) www.careerpage.org	N	
51.	TV Jobs – Broadcast Employment Services www.tvjobs.com P. O. Box 4116, Oceanside, CA 92052 Contact: Mark C. Holloway admin@tvjobs.com Tel: (760) 754-8177, Fax: (760) 754-2115	N	1
52.	KOBI-TV - Bulletin Board (<i>internal</i>) 125 South Fir, Medford, OR 97501 (541) 779-5555	N	
53.	YouTube (<i>active candidate sourcing/self-referral</i>) www.youtube.com 901 Cherry Ave., San Bruno, CA 94066 Fax: (650) 253-0001	N	3
54.	Oregon Association of Broadcasters https://www.theoab.org/ 3422 NW Bryce Canyon Ln. Bend, OR 97703 theoab@theoab.org (503) 443-2299	N	
55.	California Broadcasters Association http://www.yourcba.com/ 915 L St. Suite 1150, Sacramento, CA 95814 Contact: Joe Berry jberry@yourcba.com (916) 444-2237	N	
56.	RTDNA https://www.rtdna.org/ 529 14 th St. NW, Suite 1240, Washington, D.C. 20045 (202) 221-4282	N	
57.	LinkedIn (<i>internet recruiting platform not directly contacted by SEU</i>) https://www.linkedin.com/	N	1
58.	Arizona State University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	
59.	Biola University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	
60.	Boston University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	
61.	Chapman University (<i>via Handshake internet recruiting platform</i>) https://app.joinhandshake.com/jobs	N	

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62.	Colorado State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
63.	Emerson College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
64.	Florida State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
65.	George Washington University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
66.	Gonzaga University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
67.	Mercy College (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
68.	Mississippi State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
69.	Oregon State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
70.	Oregon Tech (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
71.	Southern Oregon University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
72.	University of Alabama – Birmingham (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
73.	University of Arizona (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
74.	University of California – Los Angeles (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
75.	University of Illinois – Urbana-Champaign (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
76.	University of Missouri – Columbia (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
77.	University of Montana (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	

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78.	University of Nevada – Reno (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
79.	University of Oregon (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
80.	University of Washington – Seattle/Bothell (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
81.	University of Wisconsin – Madison (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
82.	Utah State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
83.	Walla Walla University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
84.	Washington State University (via Handshake internet recruiting platform) https://app.joinhandshake.com/jobs	N	
85.	Chapman University Dodge College (not directly contacted by SEU) One University Dr., Orange, CA 92866 Contact: Suzanne Lysak lysak@chapman.edu (714) 997-6815	N	1
86.	Internal Transfer/Promotion	N	
87.	Internal Candidate	N	
88.	Employee Referral	N	3
89.	Non-Employee Referral	N	2
90.	Walk-In/Self-Referral	N	
91.	Unknown (source not adequately identified upon inquiry by SEU)	N	
92.	MMJane Private Facebook Group (not directly contacted by SEU)	N	
93.	Southern Oregon University: Communication Faculty 1250 Siskiyou Blvd., Ashland, OR 97520 Contact: Melissa Matthewson Mattherwsm2@sou.edu (541) 552-7015	N	
94.	University of Oregon Email - School of Journalism 1275 University of Oregon, Eugene, OR 97403 Contact: Jim Upshaw jupshaw@uoregon.com (541) 346-3745	N	

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95.	University of Oregon Email – School of Journalism and Communication 1275 University of Oregon, Eugene, OR 97403 Contact: Rachel Allen rallen@uoregon.edu (541) 346-7642	Y (As of 12/08/20)	
96.	University of Kentucky (via Handshake internet recruiting platform)	N	
97.	Layola Marymount University (via Handshake internet recruiting platform)	N	
98.	San Francisco State University (via Handshake internet recruiting platform)	N	
99.	Syracuse University (via Handshake internet recruiting platform)	N	
100.	Southern Oregon University Virtual Career Fair	N	2
TOTAL NUMBER OF INTERVIEWEES OVER REPORTING PERIOD			14

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III. RECRUITMENT INITIATIVES

	TYPE OF RECRUITMENT INITIATIVE	BRIEF DESCRIPTION OF ACTIVITY
1.	Participate in Job Fair	On May 26, 2021, our SEU participated in Southern Oregon University Virtual Career Fair. Station participants included our Human Resources Director, who discussed the broadcast industry and future employment opportunities with interested parties.
2.	Participate in Job Fair	On April 21, 2021, our SEU participated in the Missouri School of Journalism Virtual Career Fair. Station participants included our General Manager and Director of Human Resources, who discussed the broadcast industry and future employment opportunities with interested parties.
3.	Training program designed to help employees gain skills to advance to higher level positions	On March 30, 2021, our SEU participated in an online Employment Law seminar held by the Medford Chamber of Commerce. Station participants included our VP of Digital Strategies and Human Resources Director. This seminar covered Employment Law and ways in which to ensure station compliance. The goals were to further educate the attendees and to further enhance their career paths.
4.	Training program designed to help employees gain skills to advance to higher level positions	On the 2 nd Tuesday of each month from October 2020 through September 2021, our SEU participates in an online webinar held by Local Broadcast Sales/Oregon Broadcasting Association. Station participants include our General Sales Manager. The goals are to further educate the attendees and to further enhance their career paths.